



RECRUITING SNAPSHOT

A summary of facts and figures about Air Force Recruiting Service
June 2014

Mission ...

- The mission of the U.S. Air Force is to fly, fight and win ... in Air, Space and Cyberspace.
- The mission of the Air Force Recruiting Service is to inspire, engage and recruit the brightest, most competitive and diverse men and women for service in America's Air Force.

AFRS at a Glance (headquartered in San Antonio)

- 360th Recruiting Group, New Cumberland, Penn.
- 369th Recruiting Group, San Antonio, Texas
- 372nd Recruiting Group, Hill Air Force Base, Utah
- 24 Enlisted Recruiting Squadrons
- 3 Health Professions Squadrons
- 1,108/1,365 recruiters -- Assigned/Authorized
 - 951/1,201 Enlisted Accessions recruiters
 - 136/140 Health Professions recruiters
 - 21/24 Line Officer recruiters
- 861 EA and 27 HP Recruiting offices

Key Leaders

- Commander: **Brig Gen. John Horner**
- Vice commander: **Col. Michael Romero**
- Mobilization Assistant: **Col. Robert Ament**
- Command chief: **Chief Master Sgt. William Cavanaugh**
- 360RCG commander: **Col. Christopher Wheeler**
- 369RCG commander: **Col. Robert W. Borja**
- 372RCG commander: **Col. Fredrick Williams**

FY14 Recruiting Goal

- 24,068 Enlisted *
- 679 Medical
- 42 Chaplains
- 545 Officer **

Enlisted Applicant Demographics

- Average age (non-prior service): 21
- African American – 18.9%
- Hispanic – 17.6%
- Female – 19.4%

Top 3 Reasons to Join

- Service to country
- Education
- Independence

*Prior Service program - We are only taking Category 1 Direct Duty applicants at this time. (Airmen who were previously trained in nine specific career fields)

**Line Officer applications are no longer being accepted for the rest of Fiscal 14.

Recruiting Environment and Challenges

- Overall propensity (likelihood) that a 17-24 yr.-old would serve in the military is 15%. Propensity has been steady over the last five years. Males are about twice as likely as females to join the military in the next year (males 15%, females 8%).
- Propensity for "influencers" (teachers, coaches, parents, clergy, etc.) to recommend military service has seen an increase from 31% in spring of 2010 to 43% in spring 2013.
- 73% of American youth (17-24) are not qualified for military service.
 - Top reasons for disqualification (in no particular order) are poor aptitude test (ASVAB) scores or insufficient education, moral/legal issues (drugs/crime), and physical disqualification (asthma, Attention Deficit Disorder, etc.).
 - Minor violations such as loitering, vandalism, underage drinking, driving without a license, and disorderly conduct are disqualifying for service in the Air Force.
 - Funding, manning and number of recruiting "store fronts" have declined over 17% in the last 5 years.
 - Only 3% of youth (17-24) are qualified with high school degrees AND score in the top half of the ASVAB... the target audience for our Air Force team
- AFRS remains in a challenging competition with the corporate world and other agencies to assess the highest performing young men and women interested in military service.

Recruiting Enduring Messages

- The Air Force actively seeks individuals from ages 17-39, for service.
- The Airman is the single most important weapon system. The best and brightest men and women are critical to our service's success in air, space and cyberspace.
 - More than 99% of Air Force accessions enter the service with at least a high-school degree or an equivalent education (GED plus 15 college credit hours, home-schooling, etc.).
 - Nearly 94% of all Air Force enlistees score at or above the 50th percentile of the Armed Services Vocational Aptitude Battery (ASVAB) test.
- Air Force recruiters are committed to ensuring the Air Force is composed of highly qualified candidates from all races and ethnic backgrounds, from all across the country, and from every walk of life.
 - It's diversity that makes us strong. Although Air Force recruiting is not based upon race, ethnicity, religion or gender, the service continues to recruit from a cross section of the nation to take full advantage of the talent available and to provide a workforce representative of our society.
- Inspiring excellence in Science, Technology, Engineering and Math (STEM) is an enduring requirement for our service. The future of Air Force recruiting relies upon achieving STEM capabilities and goals.
 - AFRS has aligned all of our advertising around our enduring priorities to reach the most competitive and diverse young Americans and their influencers and to inspire continued growth in STEM.
 - STEM applies directly to virtually every career field. From auto mechanics to aircraft engineers, rocket scientists to firefighters, everyone in the workforce is touched by STEM. Participating in STEM coursework throughout high school and college will ensure students are well prepared to enter the workforce in the future.



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Why join the Air Force?

- Most people who join the Air Force don't join for just the career; they join because they want to be part of a world-class organization, to serve their country and learn valuable skills. Nothing beats the sense of pride that comes from serving your country.
- A career in the Air Force prepares a person for life. It gives her/him the education and leadership and technical skills necessary to succeed in a career in the military, propelling her/him toward success as a civilian later in life.
- The camaraderie and friendships built in the Air Force last a lifetime. The Air Force offers people the opportunity to give back to America and be part of something bigger than themselves.

Air Force Educational Opportunities

Technical Schools

- Exceptional technical schools for more than 130 career fields
- Courses range from 2 weeks to 2 years

Community College of the Air Force (CCAF)

- Automatic enrollment upon enlistment
- Earn through basic military training and technical school
- Associate's Degree

Air University's Associate-to-Baccalaureate Cooperative (AU-ABC)

- Advance degree option to all Air Force enlisted who have CCAF degree. Airmen can pursue a bachelor's degree by completing no more than 60 additional semester hours through a virtual, on-line, portable campus.

Air Force Tuition Assistance program (TA)

- Advance degree option to help active-duty personnel pursue voluntary, off-duty educational opportunities to obtain a bachelor's, master's or doctorate degrees.
- Currently, the program pays 100 percent (up to \$250 per semester hour or equivalent) of the cost of college tuition with a limit of \$4,500 per fiscal year based on qualifications.
- Courses and degree programs may be academic or technical and can be taken from two-or four-year institutions on base, off base or by correspondence.

Understanding Officer Careers

- Air Force Officers are the leaders of the Air Force.
- There are actually more than 130 different career fields in areas such as Engineering Communications, Logistics, Healthcare, Intelligence, Computer Science, Law, Finance, space and more.
- Officer basic qualifications:
 - Must have a 4-year college degree
 - Must be a U.S. citizen
 - Must meet medical and physical qualifications
 - No law violations

Commissioning Sources

Air Force Academy

- Located in Colorado Springs, Colo. It is equivalent to West Point for the Army and the Naval Academy for the Navy. It is one of the most elite educational institutions in the country.

AFROTC

- 1-4 year college program offered at more than 1,000 college campuses across the country. Upon graduation, cadets are commissioned as 2nd Lieutenants

OTS

- Can commission into the Air Force after college by attending Officer Training School (9-week training program called Basic Officer Training). For healthcare, legal and religious professionals transitioning into the Air Force, they will also attend OTS (5-week training program called Commissioned Officer Training).

Education Demographics

**upon enlistment*

- <15 hrs./HS Diploma/GED: 74.9%
- 15+ hrs. college: 20.4%
- Bachelor's 4.6%
- Master's 0.1%

Basic Enlistment Qualifications

- Must be at least 17 years old to apply
- Must be at Basic Military Training before age 40
- Must obtain at least a 36 on ASVAB to qualify. Higher the score, the more likelihood of joining the Air Force
- Must meet medical and physical qualifications
- No law violations
- If not a U.S. citizen, must have a "green card"
- Average wait time to ship to Basic Military Training is 6-8 months once an individual has been qualified

Air Force Bonuses

- Offered in 9 career fields (Six-year enlistment)
 - Airborne and Crypto Linguist
 - Combat Control Tactician (CCT)
 - Tactical Air Control Party (TACP)
 - Fusion Analyst
 - Survival, Evasion, Resistance and Escape specialist (SERE)
 - Pararescue (PJ)
 - Special Operations Weather (SOWT)
 - Explosive Ordnance Disposal (EOD)
- Bonuses range from \$7,000 to \$20,000

Air Force Benefits

- 30 days of vacation with pay per every year
- Full Medical Coverage
- Low-cost life insurance through Servicemembers' Group Life Insurance (SGLI)
- 100% Tuition Assistance
- G.I. Bill
- Retirement benefits

Who to contact

- Find a recruiter, learn more about careers, life in the Air Force and more at www.AIRFORCE.COM
 - Talk with one of our online advisors who can answer your questions about Air Force opportunities
- Call 1-800-423-USAF
- Follow us on Facebook at: www.facebook.com/usairforcerecruiting